

SEATTLE WOMEN'S SUMMIT 2003



Making Connections,
Defining Issues and
Taking Action

Seattle
Women's Commission

**February
2004**

ACKNOWLEDGEMENTS

Thank you to our volunteers and sponsors!

The Seattle Women's Commission fundraising activities and sponsor donations provided for childcare, translation services and lunch at the event. We are very appreciative of our 2003 Summit sponsors who helped us keep the event free. Our 2003 major donors and sponsors included:

- Lisa Chin and Nigel Green
- Michaelanne Ehrenberg
- Terry Olson Miller
- Soapbox Productions
- Scott Warner
- The Women's Funding Alliance
- Seattle Office for Civil Rights
- Seattle Central Community College Women's Programs and Office of Multicultural Events

The Seattle Women's Commission would also like to thank our Advisory Task Force, a group of dedicated women who represent many diverse community perspectives, for their help developing the format for the Summit. Please see the back cover for a complete listing of the 2003 Women's Summit Advisory Task Force members.

Many volunteer facilitators and note takers helped make the 2003 Summit possible and successful. At the 2003 Summit, we also enlisted the expert assistance of issue ambassadors to provide insight and join in the discussions. In addition to Women's Commissioners and SOCR staff, the following volunteers served as issue ambassadors and/or discussion facilitators or note takers:

- Joanne Alcantara, Asian Pacific Islander Women and Family Safety Center
- Diana Bender Coalition to Undo Racism Everywhere, People's Institute Northwest
- Bethany Cape, Rose House
- Germaine Covington, City of Seattle Office for Civil Rights
- Kate Dabe, Women's Funding Alliance
- Seth Ellner, batterer treatment professional
- Gary Ernsdorff, King County Prosecutor's Office
- Nadia Fiorini, City of Seattle Police Domestic Violence Unit
- Beruke Giday, Refugee Women's Alliance
- Dianne Graham, Group Health Cooperative
- Shelia Hargesheimer, City of Seattle Domestic and Sexual Violence Prevention Office
- Deborah Harris, Coalition to Undo Racism Everywhere, People's Institute Northwest
- Susan Henderson, WHEEL
- Benita Horn, Anti-Racist Training Institute Northwest
- Kristy Larch, King County Sexual Assault Resource Center
- Jacque Larrainzar, City of Seattle – City Talks!
- Erna Lund, human services advocate
- Jolyn Mason, Women's Funding Alliance
- Catherine Maxson
- Marina Minkova, Refugee Women's Alliance
- Dan-Thanh Nguyen, New Beginnings
- Mario Paredes, Consejo Counseling and Referral
- Pam Peters, City of Seattle – Equal Opportunity Analyst
- Ellen Phillips-Angeles, King County Public Health Department – Women's Health Unit
- Allison Richards
- Diana Saguchi, Northwest Justice Project
- Yvonne Sanchez, City of Seattle Department of Neighborhoods
- Judith Shoshana, City of Seattle Law Department, Domestic Violence Unit
- Susan Snyder, King County Senior Services
- Hiroko Spees, Asian Pacific Islander Women and Family Safety Center
- Christine Stepherson, Soapbox Productions
- Ward Urion, City of Seattle Domestic and Sexual Violence Prevention Office
- Joan Zegree, batterer treatment professional

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The 2003 Summit Committee of the Seattle Women's Commission would also like to extend a heart felt thank you to Pastor Matt Owen for graciously lending us use of the Westminster Presbyterian Church facility for Summit childcare, to Suzan Shayler from Panda Childcare for her persevering patience, to Maru Mora for Spanish translation services, to Darlene Lee and Robin DiAngelo for training the outstanding facilitators and to Kaarin Stowell, our volunteer intern, for hours and hours of organizing and outreach!

In particular, the Seattle Women's Commission extends our thanks to the organizations and agencies that serve women in the greater Seattle area for their assistance in promoting the Summit and for the important work that they do everyday.

Executive Summary

The Seattle Women's Commission (SWC), established by Seattle City ordinance in 1971, advises the Mayor, City Council and City Departments on issues pertaining to women in Seattle.

On October 4th 2003, the SWC hosted its second annual Seattle Women's Summit to facilitate relationships between the Commission, women in Seattle and local service organizations and to discuss issues raised by attendees that could be addressed either by the Commission and the City of Seattle or by local agencies.

The Summit drew a diverse mix of over 170 individuals and a wide variety of King County organizations devoted to women's issues for a day of discussion and strategizing on the challenges facing women in Seattle today. Several of the suggestions generated from the working sessions that are within the purview of the Commission will be incorporated into the Seattle Women's Commission's 2004 work plan. Those items not within the Commission's mission will be referred to the many outstanding regional women's organizations who are better suited to deal directly with the issues raised. As a result of the Summit, the Seattle Women's Commission has reorganized its 2004 working committees into five topic areas: Employment, Healthcare, Economic Empowerment, Violence Against Women and Racism. The Commission is developing workplans to further its mission in each area.

This document summarizes the perspectives and ideas of the participants of the 2003 Women's Summit and is not presented as an exhaustive or expert review of the subject matter. The opinions expressed may not represent the views of the Seattle Women's Commission or other Summit sponsors and organizers. This report will be presented to Seattle Mayor Greg Nickels, the Seattle City Council, and to appropriate City of Seattle departments. The report will be sent to officials in King County, Washington State Legislature, all Summit attendees, appropriate women's organizations in Seattle/King County and the local media. The report will also be available on the Seattle Women's Commission web site: www.seattle.gov/womenscommission. For additional copies contact the Seattle Office for Civil Rights at (206) 684-4537.

This report is organized into the following sub sections:

- Overview of 2003 Summit event
- Summit participant evaluations
- Summary of Key Recommendations
- Discussion Session Reports

A complete listing of the 2003-2004 Seattle Women's Commissioners are attached. The 2002 Women's Summit report is available on the Women's Commission web site or from the Seattle Office for Civil Rights.

Overview of 2003 Summit Event

The design of the 2003 Summit emerged from the results and participants' recommendations from the 2002 Summit.

The goals for the 2003 Summit were to:

- Facilitate strategic interactions between individuals, groups, agencies and City government;
- Encourage discussion and participation from a wide representation of women in Seattle across age, ethnicity, social, economic, citizenship status and sexual preference;
- Engage policymakers, non profit agency staff and boards, and community members in addressing key issues that affect women;
- Increase awareness of issues affecting women in Seattle;
- Inform and assist in the development of the Seattle Women's Commission 2004 Workplan.

The 2003 Summit began with a welcome from City of Seattle Mayor Greg Nickels. The Mayor presented the inaugural Jeanette Williams Award for leadership and service to women in Seattle to Jeanette Williams, former Seattle City Councilmember. Ms. Williams was instrumental in establishing the Seattle Women's Commission and the Office of Women's Rights in 1971 and in sponsoring critical legislation to prohibit discrimination in housing and employment in Seattle. The first Jeanette Williams Award was given to Ms. Lisa Stone, Executive Director of the Northwest Women's Law Center, for her tireless work advancing legal rights for women through public impact litigation, legislative advocacy, legal rights education and information and referral services. Seattle City Councilmembers Jan Drago, Richard Conlin and Nick Licata were also in attendance.

Following a brief report on the Seattle Women's Commission's 2003 accomplishments, Summit attendees participated in facilitated discussion groups to identify critical issues facing women in Seattle and suggest possible solutions. The five issues identified for the discussion groups included employment/workforce, health/healthcare, institutional racism, poverty, and violence against women. Given the large number of registrants, each discussion group was divided into two groups of approximately ten participants.

Each group also included volunteer facilitators, note takers and issue ambassadors, who could speak about the current activities and resources regarding each issue in Seattle/King County.

The discussion groups reviewed recommendations from the 2002 Summit, identified the top three issues facing women for each topic, and suggested next steps or a series of actions for those likely to pursue the next steps.

The Summit concluded with two concurrent afternoon training opportunities for participants on working with the media and advocacy. The moderated media panel, entitled "Working with the Media," included Nicole Brodeur from the Seattle Times, Margaret Larsen from King 5, and Steve Scher from KUOW. Nancy Amidei, from the University of Washington's Civic Engagement Project, led a workshop on advocacy entitled "Advocacy: Everyone can do it!"

The Seattle Women's Commission was able to provide this event free of charge to all participants through the efforts of their fundraising committee and the generosity of Seattle Central Community College Women's Programs, Summit sponsors, donors, volunteers and donations from attendees. Over 170 women attended this day-long conference that included discussion groups, luncheon, language interpretation, child care and workshop training at no charge.

Summary of Key Recommendations

In each discussion group, participants identified the need to build broader public awareness about the issue with better publicity or marketing efforts in order to engage the community or to change behavior. Another theme across all the discussion groups was a need for greater access to information for women and coordination of existing resources across organizations serving women. Themes of accountability, greater representation in the voting population and the need for a panel or task force to study and recommend actions appeared in two or more of the discussion groups.

The following are the key recommendations generated from the five discussion topics. These represent the views of the attendees.

1. Employment/Workforce Recommendations

- Provide training for women on skills necessary to be successful on corporate boards and provide names of qualified women to industry.
- Convene a Task Force to help women gain and advance in employment.
- Work with the news media to improve coverage of women.
- Create additional training programs and support for women facing challenges entering the workforce.
- Initiate and/or support programs in the public/private school system that educate students about what it takes to be successful in real life work/political environments and develop leadership skills.

2. Health/Healthcare Recommendations

- Encourage accurate and comprehensive health education.
- Promote preventative healthcare.
- Advocate for fully funded healthcare.
- Establish a task force on health/healthcare.

3. Institutional Racism Recommendations

- Seek and recruit qualified, sensitive candidates for office and vote.
- Provide ongoing and mandatory training and education on institutional racism at all levels of government and education.
- Establish systems of accountability in different City government institutions that support the efforts of communities of color to end racism.
- Create greater accessibility to resources.

4. Poverty Recommendations

- Organize people living in poverty to vote.
- Advocate for children's health insurance, clinics, and holistic care.
- Advocate for reform in accountability systems.
- Institute media campaign to bring poverty issues to the forefront.

5. Violence Against Women Recommendations

- Advocate for greater accountability.
- Build education and awareness.
- Define the issue for the legislature in a broader human rights context.

Summit Evaluation

Feedback from Summit participants was fairly extensive: more than half of the participants (90) completed an evaluation form. The comments were very positive, noting specifically the quality and engagement of the breakout group discussions and an appreciation of the media panel and advocacy training workshop.

Most of the feedback for future Summit improvements concerned adding more time and topics to the discussion portion of the event. Most topic suggestions for future Summits were related to the five topic areas discussed at the 2003 Summit. Additional topics suggested were education, childcare/children's education and health, and social/economic justice. Attendees were enthusiastic about the opportunity to meet and discuss the issues, and hopeful that their feedback and ideas would serve as a basis for action on a policy level.

In response to the evaluations, the Commission is planning a third Seattle Women's Summit for early 2005. Details will be available on the SWC web site in fall of 2004 (www.seattle.gov/womenscommission).

Employment/Workforce Recommendations

1. Provide training for women on skills necessary to be successful on corporate boards and provide names of qualified women to industry.

Problems Identified:

- Women need to be more involved in private industry. (Some programs already exist such as Leadership Tomorrow, United Way. In the discussion group, no one knew of programs that prepared women for board service in private corporations).

Suggested Actions:

Work with existing training programs (UW, Leadership Tomorrow, etc.) to:

- Develop training specific to private boards, professional organizations and women's leadership associations.
- Encourage some programs to be independent of corporations/organizations and be publicized at a central location in Seattle.
- Teams of volunteers from mentor programs could visit and train staff/members of local organizations interested in implementing their own programs.
- The City could give incentives to organizations to maintain mentor programs as part of their Human Resources departments.
- Existing mentor programs should be given greater priority in funding.

2. Convene a Task Force to help young women and women returning to workforce gain and advance in employment

Problems Identified:

- There appears to be little to no communication between existing programs.

Suggested Actions:

- Work with unions and other organizations to aid advancement of women in employment and encourage leadership roles within unions and the workforce.
- Investigate different internal company programs and encourage work on communication. (It was suggested that one person contact companies and conduct research, then have semi-annual meetings to discuss programs. A volunteer emerged from the discussion group).

2003 Discussion Session Reports -
Employment/Workforce

- Work with schools on training for young women.
- Work with homemakers returning to workforce (involves outreach, especially to older women).
- Organize outreach to organizations/unions/non governmental organizations that address interests of low income people regarding this issue.
- Discuss social responsibility of employers to provide employment.
- Hold people and corporations accountable for programs.

3. Work with the news media to improve coverage of women.

Problems Identified:

- There is not nearly enough coverage of successes or topics related to women and work.
- Community issues are labeled as women's issues.

Suggested Actions:

- Address assumptions made by media about women – not just a women's issue but a community issue.
- Target communication from SWC to the media on ways to improve the coverage of women.
- Collect examples of negative stereotypes and positive images in the media to use as examples.
- Create an award for media that recognizes positive images/coverage of women. (Collaborate with WFA.)
- Conduct training for media by targeting venues that perpetuate negative images. Include ageism, in particular, given older women's re-emergence in the workforce.
- Encourage regular contribution of women leaders/positive images in the media not just packaged as women's stories or women's interest stories.

4. Create additional training programs and support for women facing challenges entering the workforce.

Problems Identified:

- There are not enough training or support programs focused on women and their specific challenges entering the workforce.
- Recipients would be better served by added coordination of existing programs. Assistance from the media in disseminating that message would go a long way in contributing to the success of these programs.

Suggested Actions:

- Advocate for more funding resources for specialized training programs.
- Appoint a liaison between the City and training organizations.
- Create additional publicity for new and existing programs in the form of a clearinghouse at one central, easy to access location. Publicity may include mail, booklets, or the internet.
- Coordinate and consolidate existing programs designed to help women enter or re-enter the workplace.
- Develop a public relations campaign on workforce training resources and target to geographic areas that are in particular need, communicating in the language of those communities.

5. Initiate and/or support programs in the public/private school system that educate students about what it takes to be successful in real life work/political environments and develop leadership skills.

Problems Identified:

- Lack of school training about leadership.
- Lack of education about how the work environment is different than the school environment: the realities of workplace politics.
- Need to improve entrance exams to institutions of general learning, medical schools, trade schools, etc. so that all people in the community have an equal opportunity to advance into these professions.
- Need to allow demonstrated success (i.e. grades) to play a more significant role in entrance criteria than test scores.

Suggested Actions:

- Educate current school board members and appoint new members who will be aware of shortfalls and are actively working toward parity in education.
- Encourage public and private schools to work together to create a progressive climate of education reform and career advancement.
- Promote a dynamic curriculum for schools that would require the teaching of workplace skills.
- Publicize any gender/race disparities in entrance scores. Consider these issues in retraining teachers to promote success across gender and racial lines. More statistics and information on current success rates by demographic groups for entrance exams are needed.
- The City of Seattle could encourage existing non-profits and organizations to create new training curriculum and re-evaluate current testing practices.

Health/Healthcare Recommendations

1. Encourage Accurate and Comprehensive Health Education

Problems Identified:

- Lack of information on services that already exist.
- Need for health education that empowers women about their rights and helps empower them in their own healthcare.
- Need for basic preventative health education.

Suggested Actions:

- Make information that already exists more widely available.
- Work with community groups.
- Develop PSA's.
- Partner with schools to provide mentors/interns for community groups.
- Create a Walk a Mile program for healthcare.
- Develop a centralized web-site for all the different organizations to participate and share information on healthcare needs/solutions. (Could use the Federal model 4women.gov.)
- Coordinate among groups to facilitate leveraging City resources for providers and organizations.
- Ask the City council to pass a policy statement on healthcare.
- Work with City/King healthcare programs to increase the quality of public messages to empower/motivate women in their own healthcare.
- Emphasize women's rights in healthcare such as sexual education and pre-natal healthcare for immigrant women in City-sponsored healthcare education.
- Create and distribute a media resource list for healthcare education by topic.
- Conduct health fairs.

2. Promote Preventative Healthcare

Problems Identified:

- Lack of comprehensive preventative healthcare services and education.

Suggested Actions:

- Prioritize preventative healthcare for children and young mothers through encouraging or enabling health fairs in schools, community colleges, and community centers.
 - o Emphasize pre-natal and neo-natal services.
 - o Work with KOMO Kids Fair.
-

- o Consider neighborhood based programs since transportation is an issue; go door-to-door.
 - o Distribute information that is population-based and culturally relevant.
- Compile preventative healthcare information on resources and money available.
- Create a comprehensive directory of preventative services that includes healthcare education.
- Create a position for a staff person to coordinate, publicize groups that provide preventative healthcare and help create a comprehensive network for coordinating preventative care services. (e.g. how to present message to different communities).
- Educate providers on cultural diversity.
- Educate providers on senior-specific issues.

3. Advocate for Fully Funding Healthcare

Problems Identified:

- Lack of health insurance for many.
- High costs of healthcare.

Suggested Actions:

- Make a “group policy” possible for self employed/unemployed – possibly through City government employees health coverage. e.g.: create a health-care pool for City residents.
- Take off the cap on the Basic Health Plan enrollment. Remove the criteria of being low income.
- Create a City version of the Basic Health Plan.
- Petition to support the single payer system.
- Fund more preventative healthcare.
- Leverage buying power of City with insurers to widen access.
- Make sure we fully fund existing healthcare in Seattle.
- Pay attention to culturally sensitive issues.

4. Establish a Task Force on Health/Healthcare.

Problems Identified:

- There is no existing resource or organization to advance all of the issues that have been identified.

2003 Discussion Session Reports -
Health/Healthcare

Suggested Actions:

Develop a volunteer Task Force (the recently-formed adolescent task force could be used as a model or a collaborator) to focus on women's health issues and to conduct on-going research to identify needs and gaps. There was some disagreement whether this group should focus on statewide or city-wide issues. Task Force activities should include:

- Research international systems and cities where universal access healthcare works.
- Conduct ongoing outreach to Seattle women to determine gaps, combining that information with current women's health status report.
- Take advantage of existing research centers and materials such as UW's Center for Health Policy reports, legal research, public policy research.
- Study allocation of resources.
- Advocate for healthcare spending as standard in any government budget.
- Assess information availability and how it is disseminated.
- Review current publications.
- Ensure publications are available to low income people through clinics, police stations, libraries etc.
- Promote education for youth and parents: school nutrition-recipe sharing as part of preventive health care, tobacco cessation, reproductive health,
- The Women's Commission could be a healthcare advocate and contribute to the Task Force research effort.

Recommended Task Force Membership and Organization

- Determine stakeholders and membership. There should be a minimum twenty volunteer members from non-profit organizations, other organizations/agencies who work in the issue area, and an elected official or member of the healthcare committee.
- Invite government official to be member as well as private (for profit) sector representative. Invite women without healthcare, healthcare providers, educators.
- Obtain private funding.
- Get City involvement or official approval/buy-in.
- Meet monthly, with sub-groups meeting more frequently.
- Establish parent organization and meeting location.
- Create a pro-active legislative agenda.

Institutional Racism Recommendations

1. Seek and recruit qualified, sensitive candidates for office and vote.

Problems Identified:

- Institutional racism practices are still in place at high levels in the workforce and in government decision making.

Suggested Actions:

- Register voters.
- Support state and individual candidates.
- Hold elected officials accountable.
- Transport voters to polls. This is an important nuts and bolts for getting out the vote for “our” candidates.
- Do candidate identification. Give money, support, and time.
- Create ways to increase public engagement.
- Find ways to be included in key policy discussions. People are reluctant to get involved if they lose confidence in who is at the decision-making table.
- Grassroots groups and organizations should support networking. Pay attention to the number of like-minded people and as much as is possible, band together with groups of common interests.
- Invest in lobbying coalitions across network groups.
- Recruit more women of color on the Women’s, Human Rights and all City Commissions.
- Offer ways to learn how the system works. Make room for citizenship 101 as part of healthy workplace education.
- Use organizations for support within the law. Be mindful of appearance of conflict of interest. Help people understand what the restrictions are and what is permissible.
- Find means for women of color to work and hold office. (Often women of color can’t afford to give up a job to run for office, and are less likely to have job kept open for them.)
- Study the roles of individuals, non-governmental organizations, civic organizations and the City and what each brings to the table.

2003 Discussion Session Reports -
Institutional Racism

2. Provide ongoing and mandatory training and education on institutional racism at all levels of government and education.

Suggested Actions:

- There should be a council on undoing institutional racism in the schools.
- Actions that are developed should be experiential, inclusive and participatory.
- Actions should build upon work already done and honor assets contributed.
- Actions should capitalize on existing groups and programs.
- The City should establish a council on institutional racism with input from educators, parents, business, non-profits, community groups, youth groups, health groups and the police.
- The Department of Neighborhoods and other organizations should be key in helping to develop a training plan.

3. Establish systems of accountability in different City government institutions that support the efforts of communities of color to end racism.

Suggested Actions:

- City Managers should provide clear direction and information in an accessible way to all employees – not just formal and informal leaders in a department.
- Require City department leaders to work with community-based organizations to effectively solicit and respond to community concerns.
- Publish progress report annually based on criteria developed by the community about the systems of accountability.
- Require Institutional Racism training for City employees and provide training for community members.
- Create periodic days of roundtable sessions dealing with and designed by the community and requiring participation of City officials.
- Provide opportunities for community members to share testimony and stories about their experience of Institutional racism in the city.
- The Mayor and top-level heads, not appointed advocates, should facilitate changes.
- The City should allocate funding and personnel for regular institutional racism trainings for City employees and scholarships for community members.

- The City should work with CURE and other community-based organizations to design sessions and testimonials and require top City official to participate
- The City should publish a report card designed by CURE and other community-based organizations in local media, internal city publications and community newsletters.

4. Create greater accessibility to resources.

Suggested Actions:

- Examine the systemic barriers to understanding resources.
- Consider the current processes and cultural normative behaviors. Is information about opportunity distributed in a culturally responsive manner?
- Identify the keepers and sharers of information and include people of color as keepers and sharers.
- Create opportunities for regular discussion and dialogue across communities and within groups.
- Share both the resources and the work with communities of color and ensure they are part of the entire process, not just as advisors.

Poverty Recommendations

1. Organize people living in poverty to vote.

Problems Identified:

- Lack of voter turn out in poor communities.
- Lack of understanding about the importance of voting.
- Need for support services (transportation and childcare) to help on election day.

Suggested Actions:

- Partner with other organizations to “get out the vote,” targeting areas of poverty/low voter turn out.
- Make voting more accessible for poor people by helping them get registered, getting them out on Election Day or encouraging voting by absentee ballot.
- Educate poorer communities on the importance of voting and assist them to participate in voting by facilitating childcare and/or transportation.
- Collaborate with current grassroots organizations to reach out to those in poverty, specifically women with children and single mothers.
- Make the candidates more accessible to those living in poverty by providing more voter education materials about candidates’ agendas and history.
- Utilize an existing vehicle (i.e. VISTA, or local social service agencies) to be advocates/educators/organizers to distribute educational voting materials (about ballot issues, candidates) to people living in poverty.
- Consider using monthly community forums including a panel or candidate speeches to constituents in low-income neighborhoods, and communities.
- Utilize “a call to come back” by engaging those formerly living in poverty to “come back” and be mentors to others now living in poverty to discuss voting and the power of the political process.

2. Advocate for children’s health insurance, clinics, and holistic care.

Problems Identified:

- Healthcare budget needs help and restructuring.
- Basic Health Plan is not accessible to everyone.
- There is a general feeling that the City of Seattle is not advocating about healthcare issues among the poor and a desire to see more advocacy from the City.

Suggested Actions:

- Encourage more advocates for those living in poverty and their healthcare providers. Provide people in poverty with the opportunity to request a liaison (advertised and accessible) to help them with their healthcare needs.
- Enhance healthcare accessibility and resources and expand phone line resources (like the Crisis Line) to include more spiritual, emotional and mental health services and resources.
- Increase dollars so enrollment in the Basic Health Plan (BHP) can be more accessible to those living in poverty.

3. Advocate reform in accountability systems.

Problems Identified:

- Lack of accountability in social service agencies for the poor.
- Concerns about Seattle Housing Authority/Porchlight program's lack of accountability for their staff and lack of feedback from their consumers.

Suggested Actions:

- Require all Seattle City social services to have a client/consumer representative from their agency on their policy making Board, or a client representative on staff.
- Expect Seattle City social services to conduct customer service surveys.
- Conduct an appropriate analysis of the surveys and designate a specific Ombudsman to follow-up and act on the results of these surveys.

4. Institute a media campaign to bring poverty issues to the forefront.

Problems Identified:

- General public does not understand the facts of poverty and what can be done and how they could help.

Suggested Actions:

- Develop media campaign to highlight upcoming legislation that will benefit the poor (includes issues of rent control, regressive tax structure, need for more affordable housing, and shelters versus long-term housing needs.)

Violence Against Women Recommendations

1. Advocate for greater accountability.

Problems Identified:

- It is unclear where oversight resides.
- There is a need for a structure to demand and take responsibility.
- To what extent is sexism a part of the City's Racial and Social Justice Initiative? How are race, gender, class, and oppression integrated?
- The need to recognize that domestic violence is an issue that affects everyone. We all need to take ownership of it.

Suggested Actions:

- Hire a public relations firm to develop a "Shift the Shame" campaign.
- Target men in power who are willing to be part of a campaign.
- Advocate for a watchdog group that goes into the court to examine batterer's treatment programs and investigate how courts/agencies/programs are handling domestic violence. This group must have both the support and political will and be a voice that leaders are willing to listen to.
- Make results public (at present there is no coordination among the groups who are already out there).
- Create a Blue Ribbon Panel concept (with unqualified support of the Mayor of the City of Seattle) and include the support of both City, nonprofit and private organizations yet be independent of the City and County.
- Develop a standardized way to evaluate programs that includes a measure of effectiveness.
- Broaden the coalition (not just domestic violence).
- Take information from reports about to be published (what has been done, what needs to be done) and partner with the people who attended the Summit.
- The Women's Commission could take a lead in organizing the community by working with this break-out session/individuals and partnership with other groups.

2. Build education and awareness.

Problems Identified:

- The need to talk about this problem in political terms.
- The need to degender the issue (look at how race, class, and gender overlap).
- The need to do something for those children who grow up in abusive homes.

Suggested Actions:

- Reduce violence by focusing on the people who are doing it.
- Make connections with other groups such as men's organizations, children survivors and consider how homelessness may be related to domestic violence.
- Educate people in power.
- See sexism or gender bias as human rights issue.
- Work with the Seattle School District and advocate that domestic violence/sexual assault awareness be part of the core curriculum in the school system. Educate both teachers and students. Consider that children are also likely to be abused and that truancy and addiction problems may be related to violence in the home.

3. Define the issue for the legislature in a broader human rights context.

Problems Identified:

- Protection laws exist but funding to enforce them is often lacking.
- Leadership support can be present but action absent.
- Domestic violence issues are often seen as a problem in a specific group (i.e. those in poverty) and therefore seen as someone else's issue rather than a societal problem which diminishes its importance in the legislature.

Suggested Actions:

- Combine forces with other issue groups to show legislators that the issue is not an issue unto itself but is related to other issues.
- Reframe the issue within gender or social value context and within broader human rights context.
- Use legislation as a means for policy collaboration and a platform for other issues.

*Attachment A:
2003-2004 Seattle Women's Commission*

Attachment A: 2003-2004 Seattle Women's Commission

Indra M. Trujillo, Chair

Ms. Trujillo is training manager for the Northwest Institute for Children and Families where she manages federal and state-wide training programs and provides on-site training for child welfare workers and other social service providers working with women and children. She has spent over ten years in the field of child welfare with a focus on referral, advocacy and education for women and children and on domestic violence education and intervention.

Janda Black

Ms. Black is the owner of a public relations and public affairs company, Soapbox Communications. She has dedicated her career to highlighting the achievements of women around the world, and giving them a voice in issues that affect them. She has worked with family planning, micro credit, and local artisan programs in developing countries and has traveled extensively in Central America and Africa. Locally she works with the Pride Foundation on issues of discrimination and the Center for Ethical Leadership.

Jessi Dobos

Ms. Dobos is the Volunteer Coordinator for the King County Long Term Care Ombudsman program at the Fremont Public Association, recruiting and training volunteers to provide advocacy services to long-term care residents. Ms. Dobos has worked as a manager of several volunteer programs and as a case manager and shelter supervisor at various facilities that assist homeless individuals.

Lauren Braden

Lauren Braden is Director of Communications and Outreach for the Washington Trails Association. She has seven years of experience in fundraising, policy, outreach and advocacy for non-profit environmental organizations. She also coordinates the Master Advocate for the Environment course for Seattle Audubon Society.

Michaelanne Ehrenberg

Ms. Ehrenberg is a lawyer with the law firm of Karr Tuttle Campbell. She is very active in the community and sits on the Board of Directors for the Northwest Women's Law Center, Sierra Club, Northwest Ballot Watch and PAWS.

Lili Hein

Lili Hein is Program Coordinator for the Trade Development Alliance of Greater Seattle. She has four years of experience organizing seminars for international business and governmental delegations, promoting international events to the business community and press and assisting with regional marketing presentations on Seattle trade missions to Taiwan and mainland China.

Carol Hudson

Ms Hudson is a public affairs consultant and activist. She has expertise in management, fundraising, political organizing, and public relations. She is an advocate for increased public participation and has been involved with many non-profit organizations, political campaigns and ballot measures.

Patricia Kahn

Ms. Kahn is an attorney in private practice at Green & Yalowitz, PLLC. She is a member of the Northwest Women's Law Center Legislative Committee. Ms. Kahn has been active with the Washington State Democrats (Get Out the Vote efforts). She was president of the Miami Humane Society, President of her local PTA in Florida. Ms Kahn does a great deal of pro bono work on domestic violence cases.

Courtney Knox

Ms Knox works for the policy and management consulting firm, Berk & Associates, whose specialty is helping communities and organizations create their best futures through strategic planning, policy development, financial analyses and communications. Ms. Knox chaired the 2003 Seattle Women's Summit effort and is currently the President of the Board of the Phinney Neighborhood Association.

*Attachment A:
2003-2004 Seattle Women's Commission*

Nicole Kovite

Nicole Kovite is a student at the University of Washington School of Law. She is a founder and co-chair of the Center for Labor & Employment Justice at the Law School. Before returning to school, Ms. Kovite was an Organizer Representative for the Service Employees International Union (SEIU) Local 925 in Seattle. SEIU Local 925 is a union dominated by women and is committed to supporting issues of interest to women and children. Prior to this, Ms. Kovite was the Executive Assistant to the Political Director of the Democratic National Committee

May Leong

Ms. Leong is currently the Director of Annual Giving, Alumni Relations and Events at The Northwest School in Seattle. She launched the first international nonprofit women's technology networking organization, DigitalEve, in 2000 and served as the organization's Executive Director and Board member for two years. During this time she lead the growth of the organization from 29 founding members to 31 chapters serving over 15,000 members worldwide. She also worked as International Director for Webgrrls in New York and Seattle, and in 1996 founded the Japan chapter in Tokyo. Prior to this, Ms. Leong served as Visiting Professor at the International University of Japan. She has a great deal of entrepreneurial, educational and international community building experience.

Yachi Liang

Ms. Liang is an educator who worked for the Board of Education for a mid-sized town in Japan for three years. She has organized the English language program for Hofu City Public Schools and coordinated ESL classes and English language camps in Japan. She is currently employed as a manager for the COACH store in Seattle and volunteers at Virginia Mason Hospital.

Linda Mitchell

Ms. Mitchell is an independent marketing and political consultant. She spent 13 years in product marketing at Microsoft and has served on several nonprofit boards. She has served as Chair of the Board of the Women's Funding Alliance, is a Founding Member of the board of the Center for Women and Democracy at the University of Washington, and Co-Chair of the Washington State Women's Political Caucus. She has worked on several political campaigns in various capacities.

Leigh Pate

Ms. Pate is the President of LPC, Inc., a political and public affairs consulting and project management firm. She has many years of experience in working with advocacy efforts supporting education, health care, women's and other social justice issues.

Lindsay Pulsifer

Ms. Pulsifer has been employed by the Port of Seattle since 1985. She began as a container crane mechanic and is now General Manager of Seaport Maintenance. She has extensive experience in project management, public presentations, negotiating labor and vendor contracts and personnel management. In her positions at the Port she has been able to develop programs to address youth employment, safety, workplace diversity and employee development. Ms. Pulsifer is aware of the many women's issues embedded in the labor system.

Elice Swanson

Ms. Swanson owns and operates the Imagination NW Primary Preschool in the University district. She has a passion for cultural relativism, social justice and children. As a young mother she founded a Human Rights Commission in a small town that was known as a "sundown town." Ms. Swanson is a small business owner who understands the many difficulties women encounter in business and brings the perspective of older women to the Commission.

*Attachment A:
2003-2004 Seattle Women's Commission*

Lisa M. Taylor

Lisa Taylor is currently Director of the Community Learning Center (CLC) at Bailey Gatzert School in Seattle. She has served on the Board of Directors for Country Doctor Community Health Centers, and on the advisory boards of Leaders in Progress and Powerful Voices. Ms. Taylor brings a wealth of passion and experience about the importance of reaching women in young adulthood and teaching them how their current decisions impact their futures.

Daphne Tomchak

Ms. Tomchak is a Licensed Architect and Space Planner who helped draft the handicapped accessibility guidelines for Washington State code. As a result of a particular interest in mentorship of young women in math and sciences, Ms. Tomchak volunteers with the Expanding Your Horizons program as well as the University of Washington Mentorship program. Ms. Tomchak is an active contributing member of the Montlake Community Advisory Committee and has served on advisory committees related to accessibility and environmental literacy.

Tina Young


Ms. Young is the Director of the Office of Multicultural Initiatives at Seattle Central Community College where she provides leadership for the implementations of programs, curriculum, projects, services and campus initiatives to promote diversity and multiculturalism. Ms. Young coordinates professional development opportunities, disseminates information and dialogues, informs the college community about grants and professional conferences and serves as a focal point for internal and external reporting of the college's multicultural activities.

The Seattle Women's Commission would also like to thank our Advisory Task Force, a group of dedicated women who represent many diverse community perspectives, for their help developing the format for the Summit. The 2003 Women's Summit Advisory Task Force included the following members:

- Someireh Amifaiz, Refugee Women's Alliance
- Sutapa Basu, University of Washington Women's Center
- Cindy Caldwell, Seattle Police Department
- Emma Catague, International District Housing Association/Asian Pacific Islander Women and Family Safety Center
- Evelyn Chapman, City of Seattle Office for Domestic and Sexual Violence Prevention Office
- Jean Colman, Welfare Rights Organizing Coalition
- Cindy Domingo, Northwest Labor and Employment Law Office
- Lt. Deborah King, Seattle Police Department
- Regina Labelle, City of Seattle Mayor's Office
- Sharon Lee, Low Income Housing Institute
- Marian Mehegan, DHHS, Women's Health Services
- LeAnne Moss, Women's Funding Alliance
- Aiko Schaefer, Statewide Poverty Action Network
- Maggi Suthoff, Seattle Central Community College Women's Programs
- Deborah Terry Hays, National Coalition Building Institute
- Alice Woldt, Church Council of Greater Seattle

SEATTLE WOMEN'S SUMMIT 2003



 Seattle Office for Civil Rights



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Seattle Women's Commission
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